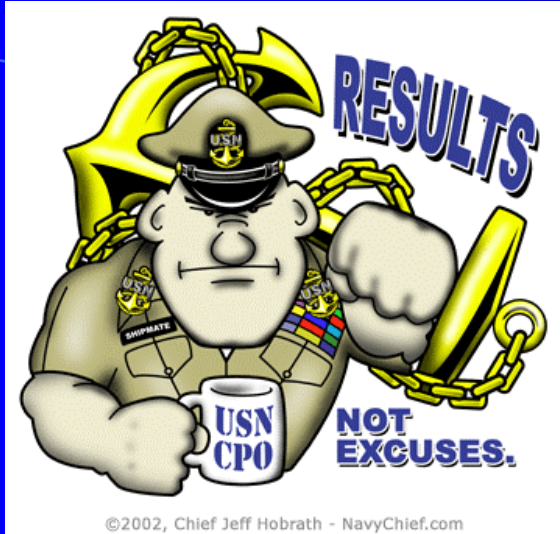


# CPO SELECTION BOARD PROCESS



## BOARD ELIGIBLE CANDIDATES





# CPO BOARD REQUIREMENTS

- BOARD ELIGIBLE – TOP PRIORITY
- REVIEW YOUR SERVICE RECORD
- SUBMIT LETTER TO BOARD
  - ONLY INFO NOT IN SERVICE RECORD
- BOARD PRECEPTS
- BOARD MAKE-UP
- BOARD PROCEEDINGS
- BOARD RESULTS
- Q & A SESSION



# CPO BOARD ELIGIBLE

- Perform primary military job in an operational billet (type 4 or 2 or 3 - in that order) to the absolute best of your ability, to the exclusion of all other things!
- Take on tough leadership positions (i.e. LPO in the division)
- Rotate to sea or overseas in company with your peers (Sailors who go to Type-3, when their competition is going to Type-4 or Type-2 get left behind)
- Take on collateral jobs that have command-wide impact (PRT Coordinator, ESWS Coordinator, Urinalysis Coordinator, DAPA, Command AT/FP Officer, etc) and do them well. Make sure they are documented on eval.



# CPO BOARD ELIGIBLE CONT.

- Achieve watch qualifications above your paygrade (JOOD or OOD underway, CICWO, COOW, DOOW, etc) and perform them professionally
- When rolling ashore, take Sailorization jobs (Recruiter, RDC, or Instructor)
- Learn how to write military stuff!!! Evals, FITREPS and Awards are critical...your boss may expect you to write your own. Document your own performance.
- STUDY FOR AND PASS THE CPO EXAM – MAJOR STEP TO BECOMING BOARD ELIGIBLE AND A CHIEF PETTY OFFICER.



# REVIEW YOUR SERVICE RECORD

- BOARD ELIGIBLE – REVIEW YOUR RECORD
- HAVE YOUR LCPO/SEL REVIEW YOUR RECORD
- ANYTHING MISSING FROM YOUR RECORD
- SEND A LETTER TO PRESIDENT CPO BOARD



# LETTERS/PACKAGES TO THE BOARD

- Submit for consideration any missing information (evals, qualification letters, or awards not yet entered into your electronic service record).
- Those that contain critical missing info, such as qualification as OOD U/W are an absolute necessity.
- Letters of Recommendation from previous bosses don't add very much if they are simply flowery language.
- You are free to send whatever you want, but all unnecessary stuff (such as all your Cub Scout merit badge qual letters) just clogs up the pipes!
- **DO NOT SEND ANGRY OR ACCUSATORY** Letters about how all selection boards are screwed up, biased, etc!!! We see those on occasion from the "Angry Sailor".
- **VALUE ADDED IS THE KEY!**



# CPO BOARD PRECEPTS

- The precept is the written order from the convening authority (CNP for CPO Board) to the Selection Board President (a senior Captain for CPO Board), directing that the Board convene, and laying out specific rules and other guidance.
- It also contains the list of quotas by rating and quantity that the Board is allowed to select. Once the Board goes into session, the precept is usually made public on the Selection Board Web site, as is the Board membership. Up until that time, Board membership is not disclosed.
- Does the "precept" contain racial or gender quotas? Absolutely not. Boards are never directed to pick anyone based on making a racial or gender quota.





# CPO BOARD PRECEPTS CONT.

- Although the demographic composition of the selection list is reviewed for statistical data, there are no quotas stating to pick X number of any flavor.
- The natural selection process, our list pretty much reflects the demographics of the Navy and the Nation.
- There are exceptional Sailors of all colors, sexes, religions, etc. and they get recognized as “best-qualified” to lead at the next level.





# CPO BOARD MAKE UP

- Boards are composed of senior officers and enlisted as voting members, and additional officers and enlisted personnel serving as non-voting administrative help (called "recorders").
- Where do the voting members come from? Through internal NAVPERSCOM procedure, the officers are normally nominated by Officer Detailers.
- The enlisted voting members billets are apportioned out to various commands (such as COMPACFLT, COMLANTFLT, COMSUBLANT, etc), who in turn ask individual commands if they can provide a specific flavor of MCPO (for example). Bottom line is to bring a diverse group in from all corners and communities of the Navy to ensure fairness.



# CPO BOARD PROCEEDINGS

- First, all members (voting and non-voting), take an oath of secrecy.
- Members are divided up into "panels".
- Each panel will work together in the same location to pick selectees for a particular group of ratings.
- Each panel works through selections for one rating at a time and will complete that work before moving on to the next.
- If a panel member asks a recorder for a particular record, that is an automatic disqual and will probably result in a rapid trip home!!!



# CPO BOARD PROCEEDINGS CONT.

- General terms is that the score sheet allows an examination of, and weighing of a Sailor's past service from the "whole person" concept.
- Points are awarded for variety and difficulty of assignments
  - operational duty at sea or overseas is paramount
  - performance within those assignments
  - leadership positions held
  - major collateral duties held s
  - special shore duty assignments (recruiter, RDC, instructor)
  - personal awards (Flag LOC or higher)
  - watch station quals achieved
  - education and off-duty community involvement



# CPO BOARD PROCEEDINGS CONT.

- All records for a particular rating are scored by two (or possibly three) panel members.
  - Scores awarded for the record are averaged out.
  - Each record has a numerical score on it.
  - Records are stacked from the top scoring Sailor, all the way to the lowest scoring Sailor.
  - Panel members get together and, based on total number of selection quotas available, take a small slice from the very top of the stack.
  - Sailors are considered "tentatively selected for CPO" based on having scored so high.
  - A small slice of Sailors from the bottom of the stack are "removed from further consideration" and won't make CPO that year.



# CPO BOARD PROCEEDINGS CONT.

- These two groups of records don't need to be touched again.
- The "crunch zone" are records that remain and the majority of CPO selectees will eventually come from this area.
- Racked and stacked by quality (highest to lowest).
- Identify who the last "tentatively selected for CPO" person is.
- Compare his/her record against the record of the first few non-selects"removed from further consideration" directly beneath them in stacking order.
- At this point there should be a distinct quality difference between the "last select" and the "first non-selects".



# CPO BOARD RESULTS

- The Panel Head will brief the tentative selections to the Board President.
- Once all panels have reported to him/her, the Board President will consolidate all selectees into one list.
- All Board members assemble and they take a voice vote to accept or reject the list.
- If accepted, the Board President will brief the Convening Authority (typically Chief of Naval Personnel).
- Once CNP accepts it, and then authorizes release via NAVADMIN.



# CPO BOARD Q & A

